

CURTIN UNIVERSITY

DIVERSE SEXUALITY AND GENDER IDENTITY INCLUSION STRATEGY

2013-2017

Introduction

The *Curtin University Diverse Sexuality and Gender Identity Inclusion Strategy* is a mechanism for progressing the *Curtin Strategic Plan* and the *Valuing Curtin Staff Plan* and is aligned with best practice recognised by Pride in Diversity (PID). PID is Australia's first and only not-for-profit workplace program designed specifically to assist Australian employers with the inclusion of lesbian, gay, bisexual, and transgender (LGBT) employees. This Strategy is focused on Curtin's inclusiveness of staff, students and community who are Gay, Lesbian, Bisexual, Transgender and Intersex (GLBTI).

Strategic Directions

The *Curtin Strategic Plan* identifies key themes and strategies for the period 2013 - 2017 across people and culture; teaching and learning; research; and engagement. In setting out a challenging agenda to 2030, the *Curtin Strategic Plan* signals the need for:

1. *An agile, responsive and versatile organisation committed to excellence, innovation and impact; and*
2. *Driven by dynamic staff with shared values and a common purpose.*

The *Valuing Curtin Staff Plan* aims to build additional capability in the workforce through a major investment in leadership and professional development, provide clear expectations on standards and workloads, promote staff diversity, provide broader and more rewarding career structures and recognition events as well as streamline major business processes to reduce unnecessary workload. The Plan includes a number of Enabling Initiatives, one of which is to:

Promote increased intercultural understanding, a diverse workforce and ensure a culturally competent staff:

- *Develop and enable delivery of professional development programs to support Internationalisation at Curtin including the induction program for offshore teaching across all faculties;*
- *Develop and enable delivery of programs supporting the University commitment to diversity, including EEO and Diversity training;*
- *Support for the delivery of the Centre for Aboriginal Studies 'Ways of Working' Program.*

The *Diverse Sexuality and Gender Identity Inclusion Strategy* supports this Enabling Initiative.

Objectives

The five key objectives of the *Diverse Sexuality and Gender Identity Inclusion Strategy* are:

1. To integrate equity strategies and performance indicators into organisational plans that support the business case for inclusiveness as outlined by *Pride in Diversity*;

2. Recognise, appreciate and utilise the unique insights, perspectives and backgrounds of staff of diverse sexuality and gender identity, promoting innovation, research, team collaboration and higher levels of productivity;
3. Mitigate unintentional discrimination, disrespectful and damaging behaviour through education and awareness, the alignment of organisational values and the reduction of risk;
4. Create an environment of trust, respect and inclusion positively impacting employee and student attraction, engagement and retention; and
5. Improve the monitoring of equity data and access to information to guide the implementation of strategic initiatives, meet legislative requirements, and facilitate benchmarking and sector-wide analysis.

Responsibility

The Deputy Vice-Chancellor, Education, has overall accountability for the development, execution and monitoring of the *Diverse Sexuality and Gender Identity Inclusion Strategy*.

Monitoring

The *Diverse Sexuality and Gender Identity Inclusion Strategy* identifies initiatives to be implemented and specifies the performance targets against which progress is measured. It will be monitored through regular progress reports to Planning and Management Committee and Council.

Review

The University will review priorities annually to take account of emerging changes in the external and organisational environments.

(January 2013)

Curtin University Diverse Sexuality and Gender Identity Inclusion Strategy 2013-2017

Focus Strategy	Enabling Initiative	Responsibility		Targets
		Officer	Executive	
Teaching and Learning				
1. Curriculum is inclusive in its language, content and examples of GLBTI diversity where appropriate Supports Strategy Objectives 1,3,4	1.1 CTL staff attend Ally training to enhance their understanding and to support teaching staff to be inclusive of GLBTI diversity	DCTL	DVCE	20% of CTL staff complete Ally training in 2013; plus 20% annually
	1.2 GLBTI inclusion is considered as part of the course review process	DCTL	DVCE	Identify in 2013 criteria for GLBTI inclusion in curricula; integrate agreed criteria into course review process from 2014
Research and Development				
1. Curtin promotes its research contributing to the body of knowledge about GLBTI issues Supports Strategy Objectives 1,2,3,4	1.1 Investigate scope of Curtin's GLBTI research and opportunities to network GLBTI-related researchers in order to maximise awareness; identify opportunities for collaboration; and grow a supportive environment for GLBTI researchers	DSS (Chair Ally Steering Group)/ Individual researchers	DVCRD	Identify in 2013 a process for growing a GLBTI research network
	1.2 Curtin's GLBTI-related research is promoted	DPCR/ Individual researchers	VPCR	Promotion of newsworthy Curtin GLBTI-related research to appropriate audiences
Culture				
Leadership				
1. Curtin's VC and Executive actively champion Curtin's commitment to GLBTI inclusion Supports Strategy Objectives 1,2,3,4,5	1.1 VC/Executive Champion(s) attend/s external/internal GLBTI events	DSS (Chair Ally Steering Group)	VPCR (Executive Champion)	VC/Executive attend at least one GLBTI event annually
	1.2 VC/Executive Champion(s) meet with Ally network and update Executive	DSS (Chair Ally Steering Group)	VPCR (Executive Champion)	VC meets with Allies at least once per year; Executive Champion hosts a meeting of Allies at least once per semester
	1.3 Curtin's Ally Steering Group is responsible for the Ally Strategy and Ally Program	DSS (Chair Ally Steering Group)	DVCE	Ally Strategy and Steering Group membership revised in 2013; Strategy monitored
	1.4 Curtin maintains a membership with <i>Pride in Diversity</i> – benefits include AWEI Submission feedback, organisational support, benchmarking and networking with member organisations	DCVE (EESJ)	DVCE	<i>Pride in Diversity</i> Membership renewed annually
	1.5 Integrate Strategy into University Faculty, School, Portfolio and Area Plans	HOS HOA	PVCs DVCs VPs	Strategy integrated into University plans in 2013

Focus Strategy	Enabling Initiative	Responsibility		Targets
		Officer	Executive	
Culture continued				
Awareness and Education				
1. Curtin raises awareness and educates its community about the need for and ways to be GLBTI inclusive Supports Strategy Objectives 1,2,3,4,5	1.1 Communication from the VC is sent to staff re Staff Rights & Responsibilities including valuing diversity & EEO compliance	DCVE (EESJ)	DVCE	Communication sent each semester
	1.2 Communication from the VC is sent to students re Student Rights & Responsibilities including valuing diversity & EEO compliance	Academic Registrar	DVCE	OC sent each semester
	1.3 ODU to include information about valuing GLBTI diversity in University staff induction materials, and Leadership and Management Programs	DODU	VPCS	Materials and Programs updated from 2013
	1.4 GLBTI diversity information is included in CTL programs: FOLT (Foundations of Learning and Teaching) and CTL Leadership Programs	DCTL	DVCE	FOLT program updated in 2013; CTL Leadership programs updated by 2015
	1.5 Compulsory staff on-line training re EO is inclusive of GLBTI examples	DCVE (EESJ)	DVCE	On-line training updated from 2013
	1.6 Review Code of Conduct training to include at least one question that checks understanding of non-discriminatory behaviour towards GLBTI members of the Curtin community	DPSCU	VPCRD	Review on-line training for GLBTI examples from 2013
	1.7 Provide Ally training for areas/faculties, especially for managers and people-related services	DSS (Chair Ally Steering Group)	DVCE	Increase in 'people managers' completed Ally training from 2013
2. Curtin profiles its commitment to GLBTI inclusion Supports Strategy Objectives 1,2,3,4,5	2.1 Curtin's commitment to GLBTI inclusion is evidenced through various mediums including its website, publications and public events	DDMU	VPCRD	Website reflects GLBTI inclusion
		DSS (Chair Ally Steering Group)	DVCE	Ally promoted at relevant internal and external events
Policies and Practice				
1. Curtin's policies are inclusive of diverse sexuality and gender identity as relevant Supports Strategy Objectives 1,3,4,5	1.1 Curtin <i>Policy and Procedures Manual</i> and <i>Compliance Manual</i> includes sections on diverse sexuality and gender identity	DLCS / DCVE (EESJ)	VPCS	Information supplied by EESJ to Legal Services in 2013 for incorporation into Manuals
	1.2 Review policies, procedures and guidelines in relation to EO, diversity, harassment and bullying for GLBTI inclusiveness	Policy Owners	DVCE	Policies, procedures and guidelines incorporate GLBTI inclusivity - ongoing

Focus Strategy	Enabling Initiative	Responsibility		Targets
		Officer	Executive	
Culture continued				
2. Curtin has GLBTI inclusive conditions and entitlements/benefits of employment for staff Supports Strategy Objectives 1,4,5	2.1 Curtin Staff Agreements are inclusive of same-sex relationships in their definition of family members and conditions and entitlements	DHR	VPCS	New Agreements are GLBTI inclusive
3. Curtin's culture supports GLBTI staff and students and seeks their feedback Supports Strategy Objectives 1,2,3,4,5	3.1 Curtin's Ally Network supports heterosexual and GLBTI staff and students who choose to belong to the Network	DSS (Chair Ally Steering Group)	DVCE	Ally networking via different mediums including emails, meetings, and development sessions ongoing
	3.2 Review <i>Your Voice</i> to allow staff to identify as GLBTI and to include questions seeking feedback about perceptions of GLBTI inclusion, for future distribution and analysis	DHR	VPCS	Review in 2013 for 2014 version of <i>Your Voice</i>
	3.3 Review data collection identifiers through the Staff Kiosk	DHR	VPCS	Scope for expanding data collection identifiers to be explored by 2015
	3.4 Review <i>Staff Exit Survey</i> to include questions that enable respondents to indicate if reason for leaving Curtin is due to GLBTI discrimination	DHR	VPCS	Review Exit Survey from 2013; Annual data analysis
	3.5 Review <i>CASS</i> (Curtin Annual Student Satisfaction) Survey to include a question seeking feedback about perceptions of GLBTI inclusion, for future distribution and analysis	DCVE (EESJ)	EDSP	Review in 2013 for 2013 version of <i>CASS</i>

Key

AWEI = Australian Workplace Equality Index	DVCA = Deputy Vice Chancellor, Academic
CASS = Curtin Annual Student Satisfaction Survey	DVCE = Deputy Vice Chancellor, Education
CTL = Curtin Teaching and Learning	DVCRD = Deputy Vice Chancellor, Research and Development
DCTL = Director, Curtin Teaching and Learning	EDSP = Executive Director, Strategy and Planning
DCVE = Director, Corporate Values and Equity	EESJ = Ethics, Equity and Social Justice
DDMU = Director, Digital Media Unit	EO = Equal Opportunity
DHR = Director, Human Resources	FOLT = Foundations of Learning and Teaching
DLCS = Director, Legal and Compliance Service	GLBTI = Gay, Lesbian, Bisexual, Transgender, Intersex
DODU = Director, Organisational Development Unit	OC = Official Communication
DPCR = Director, Public and Community Relations	PID = Pride in Diversity
DPSCU = Director, Professional Standards and Conduct Unit	VC = Vice-Chancellor
DSS = Director, Support Services	VPCRD = Vice President, Corporate Relations and Development (& nominal Executive Champion)
	VPCS = Vice President, Corporate Services